

Pay Guide - Road Transport (Long Distance Operations) Award

[MA000039]

Published 10 October 2025

When do the rates in the pay guide apply from? The first full pay period starting on or after 10 October 2025.

What is in this pay guide? It's a summary of the award rates. Go to the [award](#) for information about coverage, classifications, conditions and the operation of minimum rates, allowances, penalty rates and overtime.

Where can I go for more information? Our [Pay and Conditions Tool](#) can help you work out pay rates, leave, notice and redundancy minimum entitlements based on the information you provide. Our [website](#) also provides useful templates, best practice guides, fact sheets and online courses.

Disclaimer

The Fair Work Ombudsman is committed to ensuring that information available through this pay guide including data is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in the award as soon as they come into effect.

However, we cannot guarantee or accept any liability for the accuracy, reliability, currency or completeness of the information available in this pay guide. This is because, for example, there may be a delay between when a change takes effect, and when the information available in the guide is updated.

When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our [Awards page](#). If our information is inconsistent with the award, then the award applies.

If you need further assistance you can [contact us](#). Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

We encourage you to [subscribe to email updates](#) to receive alerts when pay rates and entitlements change in this pay guide.

Rates of pay

Adult

Hourly driving method - Full-time

Classification	Weekly pay rate	Hourly pay rate	Taking an RDO pay rate (must be paid for a full/whole day)	Public holiday	Public holiday - Good Friday & Christmas Day	Call-back
Grade 3 (previously Grade 1)	\$1,009.60	\$39.37	\$26.57	\$39.37 per hour, with a minimum payment of 4 hours and an extra \$201.92 per shift	\$39.37 per hour, with a minimum payment of 4 hours and an extra \$302.88 per shift	\$26.57
Grade 4 (previously Grade 2)	\$1,027.40	\$40.07	\$27.04	\$40.07 per hour, with a minimum payment of 4 hours and an extra \$205.48 per shift	\$40.07 per hour, with a minimum payment of 4 hours and an extra \$308.22 per shift	\$27.04
Grade 5 (previously Grade 3)	\$1,040.20	\$40.57	\$27.37	\$40.57 per hour, with a minimum payment of 4 hours and an extra \$208.04 per shift	\$40.57 per hour, with a minimum payment of 4 hours and an extra \$312.06 per shift	\$27.37
Grade 6 (previously Grade 4)	\$1,052.00	\$41.03	\$27.68	\$41.03 per hour, with a minimum payment of 4 hours and an extra \$210.40 per shift	\$41.03 per hour, with a minimum payment of 4 hours and an extra \$315.60 per shift	\$27.68
Grade 7 (previously Grade 5)	\$1,067.30	\$41.62	\$28.09	\$41.62 per hour, with a minimum payment of 4 hours and an extra \$213.46 per shift	\$41.62 per hour, with a minimum payment of 4 hours and an extra \$320.19 per shift	\$28.09
Grade 8 (previously Grade 6)	\$1,098.30	\$42.83	\$28.90	\$42.83 per hour, with a minimum payment of 4 hours and an extra \$219.66 per shift	\$42.83 per hour, with a minimum payment of 4 hours and an extra \$329.49 per shift	\$28.90
Grade 9 (previously Grade 7)	\$1,116.70	\$43.55	\$29.39	\$43.55 per hour, with a minimum payment of 4 hours and an extra \$223.34 per shift	\$43.55 per hour, with a minimum payment of 4 hours and an extra \$335.01 per shift	\$29.39
Grade 10 (previously Grade 8)	\$1,144.40	\$44.63	\$30.12	\$44.63 per hour, with a minimum payment of 4 hours and an extra \$228.88 per shift	\$44.63 per hour, with a minimum payment of 4 hours and an extra \$343.32 per shift	\$30.12

Cents per kilometre driving method - Full-time

Classification	Per km driving rate	Taking an RDO pay rate (must be paid for a full/whole day)	Public holiday	Public holiday - Good Friday & Christmas Day	Call-back
Grade 3 (previously Grade 1)	\$0.525	\$26.57	\$0.525 per km, and an extra \$201.92 per shift with a minimum payment of 4 hours	\$0.525 per km, and an extra \$302.88 per shift with a minimum payment of 4 hours	\$26.57
Grade 4 (previously Grade 2)	\$0.5342	\$27.04	\$0.5342 per km, and an extra \$205.48 per shift with a minimum payment of 4 hours	\$0.5342 per km, and an extra \$308.22 per shift with a minimum payment of 4 hours	\$27.04
Grade 5 (previously Grade 3)	\$0.5409	\$27.37	\$0.5409 per km, and an extra \$208.04 per shift with a minimum payment of 4 hours	\$0.5409 per km, and an extra \$312.06 per shift with a minimum payment of 4 hours	\$27.37
Grade 6 (previously Grade 4)	\$0.547	\$27.68	\$0.547 per km, and an extra \$210.40 per shift with a minimum payment of 4 hours	\$0.547 per km, and an extra \$315.60 per shift with a minimum payment of 4 hours	\$27.68
Grade 7 (previously Grade 5)	\$0.555	\$28.09	\$0.555 per km, and an extra \$213.46 per shift with a minimum payment of 4 hours	\$0.555 per km, and an extra \$320.19 per shift with a minimum payment of 4 hours	\$28.09
Grade 8 (previously Grade 6)	\$0.5711	\$28.90	\$0.5711 per km, and an extra \$219.66 per shift with a minimum payment of 4 hours	\$0.5711 per km, and an extra \$329.49 per shift with a minimum payment of 4 hours	\$28.90
Grade 9 (previously Grade 7)	\$0.5807	\$29.39	\$0.5807 per km, and an extra \$223.34 per shift with a minimum payment of 4 hours	\$0.5807 per km, and an extra \$335.01 per shift with a minimum payment of 4 hours	\$29.39
Grade 10 (previously Grade 8)	\$0.5951	\$30.12	\$0.5951 per km, and an extra \$228.88 per shift with a minimum payment of 4 hours	\$0.5951 per km, and an extra \$343.32 per shift with a minimum payment of 4 hours	\$30.12

Loading or unloading - Full-time

When an employee is undertaking loading and unloading duties incidental to driving, they will get paid for a minimum of 1 hour for loading and 1 hour for unloading per trip.

Classification	Loading or unloading hourly pay rate	Public holiday - loading or unloading	Public holiday - Good Friday & Christmas Day - loading or unloading
Grade 3 (previously Grade 1)	\$32.81	\$32.81	\$32.81
Grade 4 (previously Grade 2)	\$33.40	\$33.40	\$33.40
Grade 5 (previously Grade 3)	\$33.81	\$33.81	\$33.81
Grade 6 (previously Grade 4)	\$34.19	\$34.19	\$34.19
Grade 7 (previously Grade 5)	\$34.68	\$34.68	\$34.68
Grade 8 (previously Grade 6)	\$35.70	\$35.70	\$35.70
Grade 9 (previously Grade 7)	\$36.30	\$36.30	\$36.30
Grade 10 (previously Grade 8)	\$37.19	\$37.19	\$37.19

Hourly driving method - Part-time

Classification	Hourly pay rate	Public holiday	Public holiday - Good Friday & Christmas Day	Call-back	Overtime
Grade 3 (previously Grade 1)	\$39.37	\$39.37 per hour, with a minimum payment of 4 hours and an extra \$201.92 per shift	\$39.37 per hour, with a minimum payment of 4 hours and an extra \$302.88 per shift	\$26.57	\$45.28
Grade 4 (previously Grade 2)	\$40.07	\$40.07 per hour, with a minimum payment of 4 hours and an extra \$205.48 per shift	\$40.07 per hour, with a minimum payment of 4 hours and an extra \$308.22 per shift	\$27.04	\$46.08
Grade 5 (previously Grade 3)	\$40.57	\$40.57 per hour, with a minimum payment of 4 hours and an extra \$208.04 per shift	\$40.57 per hour, with a minimum payment of 4 hours and an extra \$312.06 per shift	\$27.37	\$46.66
Grade 6 (previously Grade 4)	\$41.03	\$41.03 per hour, with a minimum payment of 4 hours and an extra \$210.40 per shift	\$41.03 per hour, with a minimum payment of 4 hours and an extra \$315.60 per shift	\$27.68	\$47.18
Grade 7 (previously Grade 5)	\$41.62	\$41.62 per hour, with a minimum payment of 4 hours and an extra \$213.46 per shift	\$41.62 per hour, with a minimum payment of 4 hours and an extra \$320.19 per shift	\$28.09	\$47.86
Grade 8 (previously Grade 6)	\$42.83	\$42.83 per hour, with a minimum payment of 4 hours and an extra \$219.66 per shift	\$42.83 per hour, with a minimum payment of 4 hours and an extra \$329.49 per shift	\$28.90	\$49.25
Grade 9 (previously Grade 7)	\$43.55	\$43.55 per hour, with a minimum payment of 4 hours and an extra \$223.34 per shift	\$43.55 per hour, with a minimum payment of 4 hours and an extra \$335.01 per shift	\$29.39	\$50.08
Grade 10 (previously Grade 8)	\$44.63	\$44.63 per hour, with a minimum payment of 4 hours and an extra \$228.88 per shift	\$44.63 per hour, with a minimum payment of 4 hours and an extra \$343.32 per shift	\$30.12	\$51.32

Cents per kilometre driving method - Part-time

Classification	Per km driving rate	Public holiday	Public holiday - Good Friday & Christmas Day	Call-back	Overtime
Grade 3 (previously Grade 1)	\$0.525	\$0.525 per km, and an extra \$201.92 per shift with a minimum payment of 4 hours	\$0.525 per km, and an extra \$302.88 per shift with a minimum payment of 4 hours	\$26.57	\$0.60
Grade 4 (previously Grade 2)	\$0.5342	\$0.5342 per km, and an extra \$205.48 per shift with a minimum payment of 4 hours	\$0.5342 per km, and an extra \$308.22 per shift with a minimum payment of 4 hours	\$27.04	\$0.61
Grade 5 (previously Grade 3)	\$0.5409	\$0.5409 per km, and an extra \$208.04 per shift with a minimum payment of 4 hours	\$0.5409 per km, and an extra \$312.06 per shift with a minimum payment of 4 hours	\$27.37	\$0.62
Grade 6 (previously Grade 4)	\$0.547	\$0.547 per km, and an extra \$210.40 per shift with a minimum payment of 4 hours	\$0.547 per km, and an extra \$315.60 per shift with a minimum payment of 4 hours	\$27.68	\$0.63
Grade 7 (previously Grade 5)	\$0.555	\$0.555 per km, and an extra \$213.46 per shift with a minimum payment of 4 hours	\$0.555 per km, and an extra \$320.19 per shift with a minimum payment of 4 hours	\$28.09	\$0.64
Grade 8 (previously Grade 6)	\$0.5711	\$0.5711 per km, and an extra \$219.66 per shift with a minimum payment of 4 hours	\$0.5711 per km, and an extra \$329.49 per shift with a minimum payment of 4 hours	\$28.90	\$0.66
Grade 9 (previously Grade 7)	\$0.5807	\$0.5807 per km, and an extra \$223.34 per shift with a minimum payment of 4 hours	\$0.5807 per km, and an extra \$335.01 per shift with a minimum payment of 4 hours	\$29.39	\$0.67
Grade 10 (previously Grade 8)	\$0.5951	\$0.5951 per km, and an extra \$228.88 per shift with a minimum payment of 4 hours	\$0.5951 per km, and an extra \$343.32 per shift with a minimum payment of 4 hours	\$30.12	\$0.68

Loading or unloading - Part-time

When an employee is undertaking loading and unloading duties incidental to driving, they will get paid for a minimum of 1 hour for loading and 1 hour for unloading per trip.

Classification	Loading or unloading hourly pay rate	Public holiday - loading or unloading	Public holiday - Good Friday & Christmas Day - loading or unloading	Overtime - loading or unloading
Grade 3 (previously Grade 1)	\$32.81	\$32.81	\$32.81	\$37.73
Grade 4 (previously Grade 2)	\$33.40	\$33.40	\$33.40	\$38.41
Grade 5 (previously Grade 3)	\$33.81	\$33.81	\$33.81	\$38.88
Grade 6 (previously Grade 4)	\$34.19	\$34.19	\$34.19	\$39.32
Grade 7 (previously Grade 5)	\$34.68	\$34.68	\$34.68	\$39.88
Grade 8 (previously Grade 6)	\$35.70	\$35.70	\$35.70	\$41.06
Grade 9 (previously Grade 7)	\$36.30	\$36.30	\$36.30	\$41.75
Grade 10 (previously Grade 8)	\$37.19	\$37.19	\$37.19	\$42.77

Hourly driving method - Casual

Classification	Hourly pay rate	Public holiday	Public holiday - Good Friday & Christmas Day	Call-back
Grade 3 (previously Grade 1)	\$45.28	\$45.28 per hour, with a minimum payment of 8 hours and an extra \$201.92 per shift	\$45.28 per hour, with a minimum payment of 8 hours and an extra \$302.88 per shift	\$26.57
Grade 4 (previously Grade 2)	\$46.08	\$46.08 per hour, with a minimum payment of 8 hours and an extra \$205.48 per shift	\$46.08 per hour, with a minimum payment of 8 hours and an extra \$308.22 per shift	\$27.04
Grade 5 (previously Grade 3)	\$46.66	\$46.66 per hour, with a minimum payment of 8 hours and an extra \$208.04 per shift	\$46.66 per hour, with a minimum payment of 8 hours and an extra \$312.06 per shift	\$27.37
Grade 6 (previously Grade 4)	\$47.18	\$47.18 per hour, with a minimum payment of 8 hours and an extra \$210.40 per shift	\$47.18 per hour, with a minimum payment of 8 hours and an extra \$315.60 per shift	\$27.68
Grade 7 (previously Grade 5)	\$47.86	\$47.86 per hour, with a minimum payment of 8 hours and an extra \$213.46 per shift	\$47.86 per hour, with a minimum payment of 8 hours and an extra \$320.19 per shift	\$28.09
Grade 8 (previously Grade 6)	\$49.25	\$49.25 per hour, with a minimum payment of 8 hours and an extra \$219.66 per shift	\$49.25 per hour, with a minimum payment of 8 hours and an extra \$329.49 per shift	\$28.90
Grade 9 (previously Grade 7)	\$50.08	\$50.08 per hour, with a minimum payment of 8 hours and an extra \$223.34 per shift	\$50.08 per hour, with a minimum payment of 8 hours and an extra \$335.01 per shift	\$29.39
Grade 10 (previously Grade 8)	\$51.32	\$51.32 per hour, with a minimum payment of 8 hours and an extra \$228.88 per shift	\$51.32 per hour, with a minimum payment of 8 hours and an extra \$343.32 per shift	\$30.12

Cents per kilometre driving method - Casual

Classification	Per km driving rate	Public holiday	Public holiday - Good Friday & Christmas Day	Call-back
Grade 3 (previously Grade 1)	\$0.6038	\$0.6038 per km, and an extra \$201.92 per shift with a minimum payment for 500 kms per engagement	\$0.6038 per km, and an extra \$302.88 per shift with a minimum payment for 500 kms per engagement	\$26.57
Grade 4 (previously Grade 2)	\$0.6143	\$0.6143 per km, and an extra \$205.48 per shift with a minimum payment for 500 kms per engagement	\$0.6143 per km, and an extra \$308.22 per shift with a minimum payment for 500 kms per engagement	\$27.04
Grade 5 (previously Grade 3)	\$0.622	\$0.622 per km, and an extra \$208.04 per shift with a minimum payment for 500 kms per engagement	\$0.622 per km, and an extra \$312.06 per shift with a minimum payment for 500 kms per engagement	\$27.37
Grade 6 (previously Grade 4)	\$0.6291	\$0.6291 per km, and an extra \$210.40 per shift with a minimum payment for 500 kms per engagement	\$0.6291 per km, and an extra \$315.60 per shift with a minimum payment for 500 kms per engagement	\$27.68
Grade 7 (previously Grade 5)	\$0.6383	\$0.6383 per km, and an extra \$213.46 per shift with a minimum payment for 500 kms per engagement	\$0.6383 per km, and an extra \$320.19 per shift with a minimum payment for 500 kms per engagement	\$28.09
Grade 8 (previously Grade 6)	\$0.6568	\$0.6568 per km, and an extra \$219.66 per shift with a minimum payment for 500 kms per engagement	\$0.6568 per km, and an extra \$329.49 per shift with a minimum payment for 500 kms per engagement	\$28.90
Grade 9 (previously Grade 7)	\$0.6678	\$0.6678 per km, and an extra \$223.34 per shift with a minimum payment for 500 kms per engagement	\$0.6678 per km, and an extra \$335.01 per shift with a minimum payment for 500 kms per engagement	\$29.39
Grade 10 (previously Grade 8)	\$0.6844	\$0.6844 per km, and an extra \$228.88 per shift with a minimum payment for 500 kms per engagement	\$0.6844 per km, and an extra \$343.32 per shift with a minimum payment for 500 kms per engagement	\$30.12

Loading or unloading - Casual

When an employee is undertaking loading and unloading duties incidental to driving, they will get paid for a minimum of 1 hour for loading and 1 hour for unloading per trip.

Classification	Loading or unloading hourly pay rate	Public holiday - loading or unloading	Public holiday - Good Friday & Christmas Day - loading or unloading
Grade 3 (previously Grade 1)	\$41.01	\$41.01	\$41.01
Grade 4 (previously Grade 2)	\$41.75	\$41.75	\$41.75
Grade 5 (previously Grade 3)	\$42.26	\$42.26	\$42.26
Grade 6 (previously Grade 4)	\$42.74	\$42.74	\$42.74
Grade 7 (previously Grade 5)	\$43.35	\$43.35	\$43.35
Grade 8 (previously Grade 6)	\$44.63	\$44.63	\$44.63
Grade 9 (previously Grade 7)	\$45.38	\$45.38	\$45.38
Grade 10 (previously Grade 8)	\$46.49	\$46.49	\$46.49

Allowances

Allowances	Rate
Dangerous goods allowance - bulk goods	\$23.88 per day
Dangerous goods allowance - packaged goods	\$9.99 per day
Delayed due to breakdown or impassable highway allowance - Grade 3 (previously Grade 1)	\$26.57 per hour for a maximum of 8 hours per 24 hour period
Delayed due to breakdown or impassable highway allowance - Grade 4 (previously Grade 2)	\$27.04 per hour for a maximum of 8 hours per 24 hour period
Delayed due to breakdown or impassable highway allowance - Grade 5 (previously Grade 3)	\$27.37 per hour for a maximum of 8 hours per 24 hour period
Delayed due to breakdown or impassable highway allowance - Grade 6 (previously Grade 4)	\$27.68 per hour for a maximum of 8 hours per 24 hour period
Delayed due to breakdown or impassable highway allowance - Grade 7 (previously Grade 5)	\$28.09 per hour for a maximum of 8 hours per 24 hour period
Delayed due to breakdown or impassable highway allowance - Grade 8 (previously Grade 6)	\$28.90 per hour for a maximum of 8 hours per 24 hour period
Delayed due to breakdown or impassable highway allowance - Grade 9 (previously Grade 7)	\$29.39 per hour for a maximum of 8 hours per 24 hour period
Delayed due to breakdown or impassable highway allowance - Grade 10 (previously Grade 8)	\$30.12 per hour for a maximum of 8 hours per 24 hour period
Furniture carter allowance	\$25.46 per week
Livestock carter allowance	\$25.46 per week
Long vehicle allowance	\$4.63 per day
On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 3 (previously Grade 1)	\$26.57 per hour
On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 4 (previously Grade 2)	\$27.04 per hour
On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 5 (previously Grade 3)	\$27.37 per hour
On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 6 (previously Grade 4)	\$27.68 per hour

Allowances	Rate
On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 7 (previously Grade 5)	\$28.09 per hour
On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 8 (previously Grade 6)	\$28.90 per hour
On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 9 (previously Grade 7)	\$29.39 per hour
On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 10 (previously Grade 8)	\$30.12 per hour
Protective clothing reimbursement	reimbursement of the cost of the protective clothing
Rental allowance - living at depot, yard or garage	an allowance equal to the rent charged by employer
Rental allowance - living in employer provided housing	\$4.01 less than the amount of rent charged by employer
Special clothing reimbursement	reimbursement of the cost of the special clothing
Temporary transfer to long distance driving allowance	\$13.04 per occasion
Training fees and textbook reimbursement	reimbursement of any costs associated with standard fees for prescribed courses and prescribed textbooks
Training travel costs reimbursement	reimbursement of any extra travel costs
Transport home allowance - after termination	reimbursement of any fares reasonably incurred in returning home, or provision of the means to return home
Travelling allowance	\$56.28 per occasion
Wide vehicle allowance	\$4.63 per day
Work diary reimbursement	reimbursement of the cost of the work diary